

AD-A086 052

AUSTRALIAN MILITARY FORCES CANBERRA PSYCHOLOGICAL RE--ETC F/8 5/9
BONEGILLA DEVELOPMENT PROJECT.(U)

SEP 79 S A MARTYN, B BRADY, S KNOX

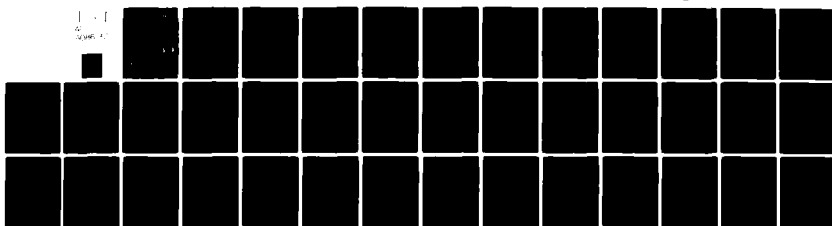
UNCLASSIFIED

RN-10/79

NL

1 - 1
2 - 1

1



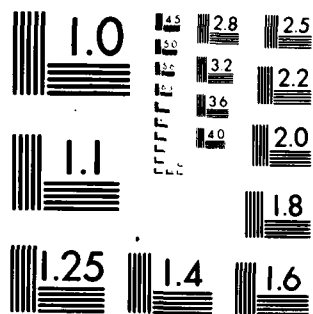
END

DATE

FILED

8 80

DTIC



MICROCOPY RESOLUTION TEST CHART
NATIONAL BUREAU OF STANDARDS 1963 A

AR001340

12

LEVEL

14 RN-10/79

6

BONEGILLA DEVELOPMENT PROJECT

A Sociological Impact Study prepared by the Department of
Defence (Army Office) and the Albury-Wodonga
Development Corporation

SUMMARY AND CONCLUSIONS

By

MAJ S.A. / Martyn
CAPT B. / Brady
Ms S. / Knox

11 Sep 1979

12 41

DTIC
ELECTE
JUL 1 1980

APPROVED
FOR PUBLIC RELEASE

This Directorate of Psychology Publication has been prepared by
1 Psychological Research Unit and is authorised for distribution by DPSYCH-A.

402992

D Armstrong

LTCOL D. J. Armstrong
Commanding Officer

1 Psychological Research Unit
Campbell Park Offices (CP4-6-13)
CANBERRA ACT 2600

ADA 086052

DDC FILE COPY

80 6 30 192

ABSTRACT

→ This report is the final in the series dealing with the Bonegilla Development Project. This Project involves relocation of the Army Apprentices School and the Female Recruit Training School to Bonegilla in the Albury-Wodonga area. A working party was established to investigate the sociological impact on the Albury-Wodonga area of the relocation and to identify programmes which could be undertaken by the Department of Defence and the Albury-Wodonga Development Corporation (AWDC) to alleviate difficulties of those staff and students moving into the area.

A series of investigations has been completed by both Defence and AWDC and the present report contains a summary of each individual study and additional information of relevance not necessarily elicited in these enquiries. It presents conclusions and recommendations under a series of headings representing the areas of need elicited in the working party's investigation. ↗

A. General Info	
PTL	1000
DOC Ref	
Document No	
Justification	
BY	
Dist. Authority	
Avail. Subject Lines	
Dist.	Avail. and/or special
A	

page A-

The findings and views expressed in this report are the result of the authors' research findings and are not to be taken as the official opinion or policy of the Department of Defence (Army Office).

CONTENTS

	<u>Page</u>
Chapter 1. <u>INTRODUCTION</u>	1
Sociological Impact Study	1
Historical Aspects	1
School Histories	2
Physical Aspects	3
Chapter 2. <u>SUMMARIES OF INVESTIGATIONS</u>	5
Settlement problems faced by other organisations	5
Demographic surveys of the School of Military Survey and the Female Recruit Training School	6
Social and Community Facilities in Albury-Wodonga: Existing and Proposed	7
Attitudes and Opinions of Military Personnel Living in Albury-Wodonga	9
Demographic and attitude surveys of the Army Apprentices School	11
Effect on Albury-Wodonga of the Army Apprentices School and WRAAC Recruit School relocating to Bonegilla	12
Chapter 3. <u>OTHER RELEVANT RESEARCH</u>	15
Albury-Wodonga Newcomers Study	15
Community Support	17
Chapter 4. <u>CONCLUSIONS</u>	21
Chapter 5. <u>RECOMMENDATIONS</u>	31
<u>REFERENCES</u>	36

CHAPTER 1

INTRODUCTION

SOCIOLOGICAL IMPACT STUDY

The Bonegilla Development Project (BDP) resulted from a comprehensive study into the long term location of units. The study recommended that Bonegilla was the most desirable location for the three training schools under consideration, ie. the Army Apprentices School (AAS), the School of Military Survey (School of Mil Survey) and the Female Recruit Training School (FRTS). A property development plan was prepared in mid 1975 and presented to the Army Works Committee (AWC) in June 1976. The plan was endorsed subject to minor amendment by the AWC and the project was accepted by the Parliamentary Works Committee in November 1978.

In May 1978 at a meeting between Albury-Wodonga Development Corporation (AWDC) and Director General Accommodation and Works - Army (DGAW-A) representatives, the question was raised of the social impact of the development upon the local community. It was considered opportune for a joint Army/AWDC study group to investigate the likely effects on the Albury-Wodonga community and on the military personnel involved in the relocation of the AAS and FRTS.

The Terms of Reference for the study were determined as:

1. prepare a statement of the nature of the transfer, including planning strengths and population structures;
2. review relevant data and experiences on settlement problems, policies and services in the Armed Services, civilian organisations and with individuals;
3. examine conditions in Albury-Wodonga with regard to recent new-comer experience and the views and attitudes of local groups; and
4. identify programmes, services and facilities which might be appropriate to the special conditions and needs pertaining to the Armed Services and to Albury-wodonga.

These Terms of Reference were seen to satisfy the two fold requirement of:

1. assisting the AWDC to determine the community services required to support the relocation of the AAS to Bonegilla; and
2. assisting Army to identify problems which may arise from the planned relocation so that action to alleviate these problems can be undertaken in advance of the relocation.

A working party of three consisting of:

Ms S. Knox Social Planner from the AWDC,
MAJ S. Martyn Senior Psychologist from 1 Psych Research Unit, and
CAPT B. Brady Psychologist from AAS.

was established to conduct the study. The outline and sequence of investigations was as follows:

1. Settlement problems faced by other organisations.
2. Demographic surveys of the School of Military Survey and the Female

Recruit Training School.

3. Social and Community Facilities in Albury-Wodonga: existing and proposed.
4. Attitudes and opinions of military personnel living in Albury-Wodonga.
5. Demographic and attitude surveys of the Army Apprentices School.
6. Effect on Albury-Wodonga of the Army Apprentices School and WRAAC Recruit School relocating to Bonegilla.

This present report represents the final stage of the total investigation. It includes a summary of, and conclusions made from, each of the previous studies, other matters of relevance but not necessarily included in previous investigations and recommendations made. These recommendations are made on the basis of all preceding data and the considered opinions of the working party.

HISTORICAL ASPECTS

Historically the Army has had a long association with the Albury-Wodonga area with military involvement dating back to pre-Federation days. The first Army presence in 1927 was associated with the ammunition depot based at Wirlinga, with major concentration in the area occurring during World War II. The need for transportation of defence stores, ammunition, etc. between NSW and Victoria during World War II dictated the need for some staging facility on, or close to, the border because of the break in rail gauge existing at the time. It was therefore logical to select the area for a build-up of stores, installations, transit camps, schools and workshops. Desirability of dispersion of defence facilities and the measure of air attack protection offered by the surrounding hills were considerations also involved in the siting of the current Bonegilla and Bandiana areas.

During the war period, Defence involvement in the area was substantial with about 14,000 troops stationed there. However, after the war units were consolidated, military staff reduced and civilians were employed for the first time. Both Bandiana and Bonegilla areas operated at very reduced levels with vacant accommodation at Bonegilla being offered to the immigration authorities and subsequently used as migrant hostels until the 1960s. In this decade a number of training units - RAAOC Centre, RAEME Training Centre, School of Military Survey and AACC School were moved into the area.

Currently, there are nine ARA units and training schools located in the Bandiana-Bonegilla areas with a supporting military staff of approximately 750. The number of civilian Defence employees is approximately 570. As well as these staff numbers there is a transient student population ranging from an approximate minimum of 270 to an approximate maximum of 600 moving in and out of the area regularly. The shortest time spent in the area by any one student is one week and the longest period is 52 weeks.

SCHOOL HISTORIES

Army Apprentices School

Although the first intake of trade trainees to the AAS took place in 1948, Service apprentice training operated on a modified scale from as early as 1939. At that time a tentative wartime camp was opened in the Mt Martha area,

close to the present Balcombe site. The first permanent buildings were erected in 1941 and the majority of these are still in use at the School. After World War II it was considered necessary that a comprehensive training scheme be introduced to help establish the newly formed ARA. Prior to 1971 trade training was conducted by military personnel and Commonwealth Public Servants. However the difficulties in obtaining trade instructors resulted in the Department of Army approaching the Victorian Education Department (VED) in 1966 to accept responsibility for staffing the trade training section of the School. VED accepted the offer in December 1971 and currently there are 49 VED instructors at the School.

School of Military Survey

The introduction of military mapping in the Australian Army coincided with the raising of the Australian Intelligence Corps in 1907. Prior to this, mapping had mainly been for civilian purposes although carried out by Naval or Military Officers. With the raising of the Army Survey Corps in 1915, and until the end of World War II various survey units were established throughout Australia. With the increase in personnel accompanying the expansion of the Corps, the need for formalised training of Corps personnel on a regular basis became obvious. The School of Mil Survey was thus established in 1948 and located at Balcombe. The introduction of National Service in 1951 saw the need to extend training not only for full time servicemen but also for CMF soldiers and the major Corps commitment was undertaken by the School. In 1965 the School moved from Balcombe to Bonegilla where it has been accommodated since in World War II vintage wooden huts.

Female Recruit Training School

Female recruit training did not become part of the Women's Royal Australian Army Corps (WRAAC) School establishment until 1960. However recruit training commenced in 1951, conducted by the Eastern Command and Southern Command Recruit Training Platoons and located in Narellan, NSW and Lonsdale Bight, Victoria respectively. These platoons amalgamated in Lonsdale Bight and later moved to Queenscliff, Victoria. In January 1953, Nursing Corps recruits were included for the first time and in June 1960 the WRAAC Training Company was disbanded with a female recruit training element being included in the WRAAC School establishment at Georges Heights. Prior to 1958 the School itself enjoyed a number of locations: Healesville and Rosanna (1952), Mildura (1952-58) and Georges Heights (1958-). With almost complete sex integration on courses previously conducted for females only, the female recruit aspect will become the only formal training at the school dedicated to females. It is this element of WRAAC School and designated as FRTS which will be moving to Bonegilla.

PHYSICAL ASPECTS

The twin-cities complex of Albury-Wodonga is located on the Murray River border between NSW and Victoria. It provides the only major urban stop for travellers on the Hume Highway approximately halfway between Sydney and Melbourne. Officially designated as a growth centre, as at the 1976 census, population figures were:

Albury city	: 34,100
Wodonga city	: 16,200
Total	: 50,300
Albury-Wodonga Statistical District (40km radius)	: 65,520

Albury is the larger and older of the two cities and the Army's only formal link with this city is the presence of the 8/13 Victorian Mounted Rifles Army Reserve unit located there. Part of 311 Supply Company is however also located in NSW at Ettamogah. On the Victorian side of the border, Wodonga is seen as a relatively young, fast growing centre with which the Army has much stronger links. All ARA schools and units are located at Bandiana or Bonegilla and all housing provided for Servicemen in the area is located in the rather obviously government housing areas of Wodonga. Service housing estates are located in three main areas of Wodonga with approximately 11 pockets of houses occupied by Servicemen.

Of the military areas of Bandiana and Bonegilla, the former is by far the more densely populated with the only units located at Bonegilla being the School of Mil Survey and a small detachment of the Army Survey Regiment. The remainder of the Bonegilla area, which overall occupies some 220 hectares scattered around the Bonegilla area has largely been disposed of. Those retained either will be used as construction site offices for the new development or are awaiting decisions on refurbishment or reconstruction.

CHAPTER 2

SUMMARIES OF INVESTIGATIONS

SETTLEMENT PROBLEMS FACED BY OTHER ORGANISATIONS

This paper looked at experiences of other organisations, groups or situations which form a parallel with the relocation planned for 1983-4. By examining such experiences it was hoped to gain information on problems encountered in these situations and to relate them, where possible, to potential occurrences regarding the Bonegilla relocation.

In selecting organisations for examination, comparability, with AAS in particular, regarding such factors as function, student population age range, involvement with local communities and any past relocation were used as criteria. From the selection criteria, eight organisations or particular events were investigated and a number of social factors were extracted which have some applicability to the AAS relocation. The factors elicited were: age range as it affected local demography, accommodation, transport, recreation, social concerns, sport, health care facilities, shopping, employment, conservation, law enforcement, education, commerce, group action in the community and civil-military relations. The following is a summary from each of the areas investigated.

Dookie Agricultural College. This college contributes to local social, recreational and consumer outlets and many college facilities are made available to the local community. The only problem mentioned by the college was the demographic imbalance created by the introduction of the (male) student population to the area and the friction caused between them and the local young male population. Only the passage of time seems to have eased this situation. No reference was made to particular measures which may have been taken to assist in overcoming this problem.

Queensland Agricultural College. No problems were elicited in the correspondence with this college but the local civilian-college involvement was stressed, with local organisations relying heavily on college staff for membership of committees.

RAF Base Newton, UK. Problems reported as being experienced in relocation to this base involved the not unimportant aspect of sporting activities. While RAF teams were welcomed in local competitions they were required to take placement at the bottom of sporting ladders irrespective of standards attained in previous competitions. Effects on morale were noticeable in these instances.

HMAS Stirling. This base is not a training base and the emphasis of investigations centred around adult sailors, both married and single, stationed at the base some 50 km south of Perth. Transport for single sailors between Stirling and Perth was identified as a problem as most single sailors prefer that location for evening and weekend social entertainment.

HMAS Leeuwin. One of the difficulties likely to be faced by apprentices is the adjustment to living away from home, usually for the first time. Leeuwin's sponsorship system, equating to the AAS foster family system, is an active attempt to provide Junior Recruits with some exposure to a family environment while at Leeuwin. A sponsorship officer, usually an ex-JR at Warrant Officer level is responsible for coordinating all aspects of the sponsorship system and supervises annual campaigns for sponsor families.

Singleton. The importance of establishing and fostering sound relations between civil and military authorities was emphasised by the first Commandant of the 3rd Recruit Training Battalion. Contact with such local identities as the Mayor, religious leaders, civil police and publicans did much to engender cooperative spirit. Also, encouragement and involvement of parents and friends in area activities was effective in developing sound relations.

Townsville. Conservation arose as an issue during the time of Army expansion in the Townsville area. A number of measures were taken by Army to appease local residents in this regard. Other problems which appear to have arisen during this time focussed on the age/sex ratio imbalance, lack of general entertainment facilities and lack of youth facilities particularly for those of under drinking age.

Natural Disasters. A study of natural disaster situations reveals that much of the trauma associated with mass relocation after such events occurs because of such things as death, injury, loss of personal belongings, separation from families, disruption of social structures and loss of general community structures. After movement to another community either temporarily or permanently, adjustment is often required at individual or family level. The AAS situation was contrasted with this where the school will move as an entity maintaining its organisational and internal community structures and its own social support systems.

SCHOOL OF MIL SURVEY AND FRTS: DEMOGRAPHIC SURVEY

These studies were conducted to develop profiles of the various groups moving into the Bonegilla complex and into the Albury-Wodonga area. The reductions or increases in staff for each training school indicate that any figures produced can be approximations only. No conclusive figures will be produced in this summary therefore. Overall approximations are presented in Chapter 4. At the School of Mil Survey, 56 staff members and 98 students returned completed questionnaires. Corresponding numbers at FRTS were 53 and 56 respectively.

Staff Populations

Age, sex and marital status profiles were developed together with accommodation details. The latter information, it was hoped, would give an indication of the proportion of single personnel living in, and for Survey School staff, an indication of the distribution of married personnel across types of accommodation. Staff groups in both locations indicated that the majority supplied their own transport to and from work. However the Bonegilla group strongly supported the idea of public or Service transport for this purpose.

Entertainment activities and preferences were examined for the School of Survey staff group to elicit differences across age groups. Younger age groups preferred cinema type entertainment while dining out as entertainment seemed to be preferred by other age groups.

Sporting responses suggested that for the 10% who indicated they play sport, tennis, squash, basketball, volleyball and swimming were the most popular of the sports selected. Preferences expressed for types of sport indicated that outdoor and indoor ball sports and general water sports were the most preferred.

A greater proportion of spouses were employed for the Survey group than for the WRAAC School group. Clerical work and the Armed Services were the most common areas of employment. Preferences for employment expressed by those not working centred around clerical work. There appeared to be

little demand for adult education, although as with spouse employment, the Bonegilla group featured more prominently. Those areas where involvement was indicated were study for tertiary qualifications and art, craft or interest classes. The average number of children attending an educational institution per military family was 1.5 for both groups with the largest proportion attending primary school.

Problems anticipated by the School of Mil Survey staff personnel fell mainly into two groups. Potential inadequacy or overloading of social, recreational and entertainment facilities was highlighted together with problems of a law enforcement/behavioural nature.

Student Populations

The sex, age and marital status profiles drawn up for the School of Mil Survey student group indicated that almost one third of students were female, almost all were below the age of 25 and almost 90% were single. Married students attending courses at the School all indicated preferences for accompanied postings while at the School. Profiles for FRTS were similar but all students were single and most were under 20 years.

Examination of students' sporting activities indicated that of sports listed, volleyball, squash, tennis and table-tennis featured most prominently and preferences centred around gymnasium, outdoor ball and water sports.

FRTS students were also surveyed regarding locations of origin and leave times and activities. Examination of locations of origin revealed implications for transport requirements into and out of Albury-Wodonga. Investigation of leave times and activities also revealed implications for local transport requirements. The need for provision of shopping facilities and recreational and entertainment activities for this group was highlighted.

SOCIAL AND COMMUNITY FACILITIES IN ALBURY-WODONGA

This report contains detailed information on social and community facilities in Albury-Wodonga.

Education

Albury-Wodonga offers a comprehensive range of educational facilities and opportunities. Primary and secondary education is well catered for by both NSW and Victorian State Government and private schools. All secondary schools qualify students to enter a wide range of employment or to advance to tertiary education. Younger children may attend pre-schools which are available on either side of the border.

Facilities catering for children with special educational needs include the Wewak Street Public School, the Murray Valley Centre for the Intellectually Handicapped, remedial teaching centres and diagnostic centres.

The Riverina College of Advanced Education, the Centre for Continuing Education, the Albury Technical College and the Wodonga Technical School offer opportunities for part-time and full time trade courses, continuing education and tertiary education. The Riverina College is now expanding to offer a wider range of tertiary courses.

Health

Three major hospitals provide over 420 beds to service the health needs of the district. All facilities normally associated with major public

hospitals are available including casualty, obstetrics, surgery, and intensive care. There are also 40 general practitioners and 18 specialist medical practitioners in Albury-Wodonga, nursing homes, day care centres, baby health and infant welfare centres, a diagnostic centre and a range of paramedical services such as chiropody, ambulance, and immunisation clinics. Numerous welfare associations provide additional services e.g. Homehelp, Red Cross, St. Vincent de Paul Society.

Child Care

There is a range of childcare facilities available in Albury-Wodonga including family day care, occasional care, working hours childminding centres, emergency care, holiday and after school programmes and playgroups.

Shopping

There are three large shopping centres at Albury, Lavington and Wodonga which contain a wide range of department, variety and specialty shops and supermarkets. Numerous corner shops are located throughout the area. The Albury Centre tends to be the main centre for shopping but an adequate range of food, clothing, footwear, household and furniture items are available in all centres. There are no shops at Bonegilla.

Employment

At present, the current unemployment figure for Albury-Wodonga runs at under 7%, approximately the national average. This figure represents the number of people registered as seeking full-time employment. Opportunities for semi-skilled and unskilled employment both full-time and part-time are generally extremely limited and are unlikely to improve in the near future. The employment situation for skilled workers is more favourable and overall prospects follow national trends.

Transport

Albury-Wodonga is situated on the Hume Highway 300 km north of Melbourne and 600km south of Sydney. It has direct rail links to Sydney and Melbourne and direct air and coach services to Sydney, Melbourne and Canberra. In addition private bus companies provide transport to and from the surrounding rural areas. Bus and private planes are available for charter. Private cars provide the principal form of transport to and from Albury-Wodonga and the surrounding areas.

Private bus companies operate services within Albury-Wodonga, including school bus services. Taxi cabs are also available. Bus services are generally considered by users to be inadequate and information on services difficult to obtain.

Recreation

Albury-Wodonga is exceptionally well served by sporting groups and has an abundance of playing fields. Facilities cover all the usual outdoor activities, e.g. tennis courts, swimming pools, etc. A wide range of recreational pursuits is possible in the area, e.g. sailing, canoeing, orienteering, horse-riding, gliding, flying, skiing, car racing, hang gliding. An indoor sports stadium has recently been opened in Wodonga however facilities for indoor sports available to the general public in Albury could be improved. There are also six licensed clubs plus restaurants, theatres, cinemas and drive-ins.

Army in Albury-Wodonga

Generally speaking the Army is held in good standing and is regarded as an integral part of the Albury-Wodonga community. Army personnel and civilians interact on many formal and informal levels, e.g. in sporting competitions.

Proposed Facilities

The provision of adequate facilities in Albury-Wodonga is the responsibility of the Albury-Wodonga Development Corporation, the Rural City of Wodonga Council and the Albury City Council. Over the next five year period, new services and facilities are being planned and developed, e.g. preschools, schools, health facilities, shopping and recreation. Major developments are the new Wodonga Hospital and a shopping complex in Lavington. New land and housing continues to be placed on the market for sale.

ATTITUDES AND OPINIONS OF MILITARY PERSONNEL

LIVING IN ALBURY-WODONGA

This survey was conducted in an attempt to elicit the feelings of military personnel and their families about general aspects of life in Albury-Wodonga. Of the 200 questionnaires despatched, 153 were returned and suitable for analysis, representing 77% response rate and 20% of the total military personnel population of 754. A number of areas were examined which could have relevance for level of satisfaction or dissatisfaction about a posting to Bandiana or Bonegilla. From this it was hoped to identify areas in which perceived difficulties existed and facilities with which military personnel and their families were dissatisfied or felt could be improved. Specific needs or problems could thus be identified and in this way it would be possible to anticipate some of the problems and difficulties likely to be encountered by those families who will be moving into the Albury-Wodonga area in future.

The areas investigated covered the following: demographic effects, housing/accommodation, employment, education, shopping, health and family care, leisure/entertainment, transport and general feelings about Albury-Wodonga.

Demographic. Demographic details elicited revealed nothing unusual, with married soldiers being slightly older than single soldiers. Rank-wise there was a preponderance of NCO ranks as to be expected with the type of units located in the area. The majority of personnel in all rank groups except the PTE equivalent group were married. The mean number of children per family was found to be 2.4 and there were four or more children in 11.5% of families. Earlier Tri-Service figures indicated an average of 2.3 children per family and 14.9% of families with four or more children.

Housing/Accommodation. Only about half of the single soldier sample lived-in while 82.3% of married soldiers occupied Service-provided accommodation. While the standard of married accommodation was regarded favourably in general, State Housing Commission (SHC) houses aroused the most criticism, followed by Permanent Married Quarters (PMQs). The availability of housing for all personnel was stressed, or in lieu of this the need for the presence of a housing advisory service was mentioned. It was suggested that the feasibility of consumer-input be examined in the design and building stages of future housing developments. Living-in accommodation for single personnel often appeared reserved for the transient student population, perhaps forcing a percentage of single personnel to live out.

Employment. Approximately half of the military wife sample not working expressed a desire to undertake paid employment. The employment

situation for Army wives in Albury-Wodonga was regarded as negative overall. Corporals' and Privates' wives were more interested in working than was the case for other rank groups and areas of employment desired were clerical, sales and professional. Youth unemployment did not feature strongly as a problem although a majority of people regarded this employment situation as very poor.

Education. The majority of children were attending either primary school of preschool/kindergarten. Over half of the preschool/kindergarten children were required to wait up to nine months before actually starting school. This indicated that with normal yearly enrolments and the extra enrolments provided by the increased military presence in the area, existing facilities would probably be inadequate. The possibility of zoning of schools was examined and the need for liaison with education authorities was stressed.

Shopping. Albury-Wodonga shopping facilities were regarded as adequate although deficiencies were expressed in men's and women's clothing and in furniture items. Single personnel relied heavily on local shopping facilities but it was regarded necessary to have some consumer outlet at Bonegilla.

Health and Family Care. These facilities were rated positively in the main. Wives making use of childminding and neighbourhood centre facilities rated these highly although non-committal or negative ratings were indicated by others.

Leisure/Entertainment. Results indicated that there were often differences in the activities in which wives actually participated and their preferences for participating in that activity. Many wives spent hours watching TV but placed 'watching TV' low on their preference list. Exactly the opposite was the case for 'with social groups/clubs'. Results suggested that younger wives preferred social contacts outside the home while older wives seemed just as, or more, content with their own individual activities. An examination of the adequacy of quantity and quality of recreation and entertainment facilities revealed slightly more negative attitudes on the part of single personnel. Suggestions for improvements to facilities varied widely. Teenage facilities were regarded poorly in general.

Transport. Both single and married personnel relied heavily on their own car for transport for most purposes. However most respondents reacted positively to the idea of public or service transport provision to and from work. Public transport seemed to have little appeal for wives, although the need for public transport to various locations in Albury-Wodonga was realised - particularly to shops and shopping centres. The need for regulating transport services to and from Bonegilla after 1983/84 was emphasised.

General. Most married respondent's attitudes to Albury-Wodonga in general were positive and the majority of wives adjusted to living there within a short time. Over 20% of all respondents claimed some felt-discrimination against them and areas cited were mainly civil-military relations and employment for dependents. Feelings of being discriminated against were markedly higher for the group who had been living in the area for less than 12 months. The greatest problems experienced by wives on first moving to Albury-Wodonga were associated with separation from family and friends, difficulty in finding employment, loneliness and difficulties in making friends. Responses from single personnel largely paralleled the 'married' responses and again the less than one year residents indicated more discrimination than the longer-term residents. Single personnel also regarded social mixing outside the Army as a problem.

ARMY APPRENTICES SCHOOL: DEMOGRAPHIC AND ATTITUDE SURVEYS

Apprentices, military staff, civilian employees, and Victorian Education Department staff were surveyed at the AAS in August 1978, with a second survey, distributed only to apprentices and military staff, conducted in May 1979. The first survey, 100% sample, was in the nature of a general demographic enquiry to establish a profile on the Balcombe population. An interesting phenomenon occurred in the age range of apprentices in the two surveys. On both, the age range was normally distributed, but the 1978 survey peaked at age range 16½ - 17, and moved to 17 - 17½ in the 1979 survey.

Sport and Recreation

The first survey highlighted the extremely important part sport plays in the life of the Army apprentice. Australian Rules is the most popular, accounting for 21% of apprentices, followed by Rugby Union (17%). Many of the sports are played only within the School but 26% of apprentices play some kind of sport against civilian competitors, reflecting the importance of the School in the conduct of Mornington Peninsula sports.

The apprentice spends a lot of his spare time on, and staff and school facilities are geared to support, an extensive selection of recreational sports. There are canoe clubs, gliding clubs, lapidary, photography, antique engines, venturers, sailing, fishing, motor cycle/trail bike, tae-kwon-do, judo, scuba clubs, and Biathlon ski club, all of which require amounts of gear, varying with the bulk of items concerned to be stored. There is a definite need for adequate hobby hut provision, once the school moves, on a comparable scale to that already existing at Balcombe. At present, there are ten buildings dedicated to the clubs listed above. The amount of room required to store various equipments is large and sufficient accommodation should be allocated at Bonegilla for such equipment. While some sharing of storage space may be necessary initially, the sheer bulk of gear to be stored necessitates an amount of space similar to the Balcombe provision.

Transport

Apprentices are hampered by lack of own means of transport. Only 80 own cars and of these 28 are third year apprentices. They therefore rely heavily for leave mobility on the civilian operated bus line, on trains, hitch-hiking (generally frowned upon by military authority), or obtaining a lift from one of the few apprentices who owns a car. This lack of mobility was reflected in the second survey, in which apprentices indicated that leisure activities do not often go beyond Frankston, although 46% of first and second year apprentices indicated they visited Melbourne at least some weekends. With the time constraint on weeknight leave the problem of mobility is exacerbated by a strongly expressed dissatisfaction with the overall quality of accommodation and lack of "things to do" on base after hours. The role of the "Everyman's" organisation (see P 17) is thus extremely important and provision of facilities for this organisation is essential for it to remain an integral part of Service life for apprentices. It is however recognised that there will be much better provision on base at Bonegilla for sporting and recreational pursuits, e.g. squash courts, swimming pool and gymnasium, than currently exists at Balcombe.

Shopping

The apprentice is quite a big spender on electrical gear. Sixty one percent of all apprentices own some form of electrical equipment, including stereo gear, portable television, cassette/radio and clock/radio; many own more than one appliance. But he is also a bargain hunter - only 13% indicated they made their purchases on base, the rest going as far afield as Melbourne in search of competitive prices.

General Attitudes

Military staff at the AAS not only participate in a wide range of sports within the school, but also many take part in competitive and social sporting and recreational activities within the local community. Ninety six percent of military staff in the 1979 survey clearly indicated that they were well received in the Mornington and Peninsula area. Sixty two percent disagreed with the proposition that Army is better accepted in Albury/Wodonga than on the Peninsula, and in the 1979 survey they presented an overall negative attitude towards the idea of the move to Bonegilla. This is related mainly to concern about the apprentices mixing with adult soldiers (63% were against this idea), less favourable facilities in Albury-Wodonga (only 15% considered facilities were better in Albury-Wodonga), and 70% expressed concern that many more apprentices in their second year would purchase some type of vehicle to drive to Melbourne or Sydney for weekend leave, with a concomitant increase in traffic accidents. In the 1979 survey 55% of apprentices indicated that they would want to buy a car or motorbike to become more mobile in what many considered was an isolated area.

Apprentices also indicated a negative attitude towards relocating the School (44% of first and second year and 61% of third year) based mainly on the consideration that Albury-Wodonga is too isolated, (ie. too far from capital cities, beaches, etc). However 35% of all apprentices thought that the move was a good idea.

As a matter of interest only, 2% of all apprentices come from the Albury-Wodonga area. Among military staff surveyed in 1979, 21% served in the area at one time, 31% had attended a course in the area, and 5% had lived in the area as civilians.

Demographically the military staff presented an unusual profile in that a high marriage rate (85%) reported an average of only 1.4 children per couple. Of the 179 children reported, 104 were attending school, 30 were at pre-school or kindergarten, and only 45 were at home. Only 24% reported a working wife. But for lack of employment prospects in the Mornington area the percentage would probably be much higher.

Of civilian and educational staff, 35% indicated they intended to relocate with the School, 25% said they would not, and 25% were undecided. Only 50 civilian staff responded to the survey (45% of the sample), but of these 31 were married males, 10 married females, and an overall average of 0.8 children per family was reported. Eleven married males reported a working wife, and 4 married females reported a working husband. Thirty eight educational staff responded (78% of the total), resulting in a marriage rate of 92% (there were no female education staff), with an average of 1.1 children per family. Seventeen reported a working wife.

EFFECTS ON ALBURY-WODONGA OF THE ARMY APPRENTICE

SCHOOL AND WRAAC RECRUIT SCHOOL RELOCATING TO BONEGILLA

This report covered the likely effect of the relocation to Bonegilla of the AAS and the FRTS. It focussed specifically on stresses that may result in civil-military relations in Albury-Wodonga, the host community, both in terms of the demand for services and relations in general.

The BDP will result in a large increase in the numbers of Department of Defence personnel in the Albury-Wodonga area and the report examines the extent of this population impact and the anticipated secondary employment impact. The report draws from relevant research and observations in its analysis of civil-military relations. There seems to be a good relationship

between the military and civilian communities in Albury-Wodonga. Factors contributing to this finding include the large number of civilian staff employed by the Army, extensive use of Army recreation facilities by civilians, co-operative training ventures between the Army and local industries, sponsorship of local charities by various unit and the contribution made to public ceremonies.

There is no detailed Army public relations policy for determining relations with the host community. However, semi-official community linkages e.g. Army representation on community bodies such as the hospital and school committees, have developed largely as a result of the Army having a direct interest in the activity or by way of requests from community organisations. Such linkages are confined mainly to Wodonga rather than Albury. Wodonga houses most of the soldiers, is smaller, closer, in the same state and economically more integrated and dependent.

Overall though, the general tenor of civil-military relations exhibits a cosy detachment, with the incentive for promoting good relations being the obvious advantages to both sides. Local business people and public office holders welcome base development plans since they identify Army with financial gain.

Areas of Impact

Demographic Effects. Analysis of the structure of the population increase associated with the BDP was made. Briefly, the bulk of incoming Defence staff and their dependents are single, male and young. The size of the incoming group though, will place some burden on the social and service infrastructure, for example, the numbers of children requiring schooling and families seeking accommodation.

Housing. Both military and civilian staff will require housing, the majority of which will be provided in the community rather than on base, regardless of whether it is Department of Defence housing or not. Opportunity exists for houses to be provided in Albury and Wodonga and advantages are to be gained if housing is scattered in groups throughout the community. Social supports for Army families are also required.

Recreation - Sports. A number of sporting facilities will be developed at Bonegilla, in addition to a wide range of sports that are already catered for at Bandiana. These facilities, along with those existing in Albury-Wodonga should cater for the demands of the incoming population. The question of civilian access to Army sports facilities requires attention. The value of Army team participation in local competitions and individual involvement in civilian sporting clubs was also examined.

Recreation - Social. In this section the likely social needs of Defence staff are distinguished from those of students. It appears that the variety and quality of family entertainment in Albury-Wodonga is adequate at present. Entertainment facilities for young people are generally considered to be lacking - particularly evening entertainment for those under the age of 18. The increase in the number of young single males calls for an improvement in the provision of such venues. The report studied apprentices' and female recruits' entertainment patterns including leave arrangements, facilities on base and transport.

Transport. Public transport in the Albury-Wodonga area is provided by private bus companies. An infrequent service has operated in the past to Bandiana and Bonegilla and clearly this will require re-introduction when the development is completed. The times of operation of this service will be crucial to its use. Incoming and outgoing road, rail and traffic from the area, on weekends, will probably increase especially at AAS vacation times.

Law Enforcement. Law enforcement and behavioural problems are some of the problems anticipated by civilians and some servicemen associated with the BDP proposals. Experience suggests though that the behaviour of Army students is better than that of their civilian peer group. Car accidents are the most frequent occurrence in this category with incidents involving petty theft or fighting, for example, being less common. An important factor contributing to the relatively peaceful state of affairs is the discipline and tight supervision exercised over the behaviour of personnel.

Shopping/Commerce. Shopping facilities in Albury-Wodonga adequately serve present needs and no difficulties are envisaged in meeting future needs. Army personnel have a relatively debt-free custom with local businesses which is appreciated.

Employment. It is expected that a number of spouses of incoming staff will be seeking paid employment. Bearing in mind the current unemployment situation, finding jobs will be difficult and may be even more so due to the discrimination by some employers in favour of local or longer term residents over military people, who are seen as "passing through".

Conservation. Conservation or environmental issues have been a source of civil-military dispute in other military development areas, e.g. Townsville in the mid 1960's. Problems of this sort have occurred to a much lesser extent in the Albury-Wodonga area although proximity of Bonegilla to Lake Hume may cause concern.

Education. Additional school enrolments will arise due to the BDP and existing and planned education facilities should be able to cope with this demand, especially if Defence housing is distributed throughout Albury-Wodonga. This demand will also cover pre-schools and special schooling. There may be a preference for Victorian schooling for those staff transferred from elsewhere in Victoria.

Health Care. Existing and future health care facilities in Albury-Wodonga are considered to be adequate.

Army Wives. Status distinctions within the military community and the short length of time spent in host civilian communities is destined always to frustrate to some extent efforts to ease the social integration difficulties that confront Army wives. Nevertheless, both military and host communities could assist military families to settle into an area and become involved in community activities. Some steps have been taken by the Army to alleviate some problems, notably housing, but overall the needs of military families are not recognised or tackled.

Civil-Military Relations - General. Whilst the military certainly depends on a special sense of inner group loyalty and seeks to instil this among its newer members, it must be balanced with the latter's continued participation in the larger society. Provided this balance is continually sought and the areas of difficulty likely to arise from relocation as examined in this study are kept in hand by action on the part of civilian and military authorities, the casual 'live and let live' attitude currently characterising base-host community relations should remain relatively undisturbed.

CHAPTER 3

OTHER RELEVANT RESEARCH

ALBURY-WODONGA NEWCOMERS STUDY

The Newcomers Study, a study completed for the AWDC in 1976, attempted to bring together relevant material in the arrival and settlement of newcomers and to draw conclusions and recommendations appropriate to the Albury-Wodonga situation. The Newcomers Study is one of the few attempts to do this and its findings are considered to be relevant to this study. The Bonegilla Development will result in a considerable influx of people to Albury-Wodonga at one time and whilst the development is a specialised one the findings of the Newcomers Study will have general application to the proposals.

The Study showed clearly that newcomers do experience a range and complexity of problems, although many of these problems are not unique to newcomers. The Study identified a diverse list of problems which basically fell into two categories, practical and personal or emotional. Examples of practical problems are: housing, employment, financial problems, development area conditions, lack of facilities and services, lack of information and access to decision-makers. The problem reported most frequently and consistently was the lack of general information about a wide variety of issues available to newcomers both preceding and following their move.

Emotional problems tended to be vague and unfocussed to some extent representing a specimen of practical problems. Stresses which are often overlooked are placed upon people when a move to a new town occurs. These demands include establishing new patterns of life, loss of family and kin, new financial constraints, adopting new values, a requirement to accept the 'mud on the roads' environment for longer than expected and high expectations not being met.

The Study discussed a number of possible responses to newcomers' problems ranging from merely providing information to newcomers to a formally structured welcoming programme. Some of the solutions involve the provision of adequate facilities - schools, shops, child care, transport, community centres, to be available when people move into an area. Other solutions focus on provision of community based workers and detailed information on all aspects of life in Albury-Wodonga delivered in a number of modes.

In making the recommendations the report pointed out a number of broad directives implied by the Study. It stated that there is no one effective way to deal with newcomers' needs - a series of efforts which will vary widely and change over time are required.

1. newcomer programmes require commitment - a comprehensive approach involving resources and commitment is demanded;
2. available resources should be fully utilised;
3. programmes should involve the contribution of as wide a range of public, private and voluntary bodies as possible;
4. newcomers programmes should be compatible with community development programmes for the community as a whole;
5. programmes should be compatible with the daily life patterns and values of newcomers; and
6. monitoring and revision of programmes will be required.

Over thirty different recommendations are made by the consultants. It is not proposed to review every recommendation here but to summarise the findings.

Physical Planning. The highest standards of physical design and urban provision should be maintained insofar as these imply proper attention to social needs generally. Particular importance should be placed on decisions affecting the timing, accessibility, location and design of social facilities and services. For example, some problems can be avoided if facilities and services are available at the time of need, i.e. when people move into an area. Furthermore, those facilities and services should be available to everyone, including those bound by children, age or the absence of a car.

Identifying Newcomers. It is necessary that newcomers actually be identified to ensure that provision can be made to meet those in special need. This can be done on a self selection basis by making services available to the community at large. In the case of new large scale developments with a high concentration of newcomers, direct contact should be made. Any systematic attempt to identify newcomers (such as through new power or telephone connections) should avoid intrusion on privacy and confidentiality.

Information. This is the most common and substantial requirement of newcomers. The availability of 'real-life' information on Albury-Wodonga prior to arrival in the area is essential, and on arrival more detailed local information should be available. Familiarisation tours to the area are also recognised as of great value. To facilitate provision of information on an ongoing basis a shopfront information centre should be established and a mobile van to service more remote areas. The creative use of all media is vital to effective dissemination of information.

Provision of New Residential Areas. This includes special newcomer workers meeting places and community facilities. The workers would be involved in welcoming newcomers and assisting their integration into existing organisations and community patterns. It is suggested that houses be allocated in new residential areas for community purposes.

Access to Decision Makers. Concern was expressed at the remoteness or seemingly autocratic quality of development authorities and the establishment of residents associations was advocated as a means for new residents to identify with each other in a common effort and as a means of bringing joint concerns before the relevant authority.

Combatting Loneliness and Isolation. Recommendations focussed on attempting to encourage and facilitate families and friends of newcomers to move to Albury-Wodonga, ensuring that telephone services are available in new housing areas at the time of moving in, and adequate child minding and public transport facilities are provided. At a community level, efforts will be required to encourage residents of the growth centre as a whole to appreciate their unities rather than divisions.

Use of Existing Organisations. These represent a very important set of resources in the area and their roles should be strengthened and extended whenever possible. A number of organisations have a specific social welfare role and deal with the public direct. These existing organisations include government bodies, private or voluntary welfare organisations, and to a lesser extent commercial and industrial enterprises. Recommendations regarding their general role and contribution are given.

COMMUNITY SUPPORT

Consideration of community service facilities available or which should be developed in Albury-Wodonga is an essential aspect of the social planning needed in relation to the BDP. It is important to identify those areas which have specific relevance for minimising negative adjustments for all those involved in the BDP. This section reviews these areas.

Community support, as considered in this study is a fairly broad topic. Generally however, it refers to those agencies or facilities which, and individuals who, it is hoped will provide some physical or psychological assistance to those moving into the Albury-Wodonga area as part of the AAS relocation. Although the main emphasis is on the early settling-in period for this group, some of the recommendations made are likely to have implications beyond this initial period.

The provision of physical facilities has been mentioned elsewhere in a number of places and will not be dealt with in this section. However, it is important to realise that having such facilities available for use at the time of greatest requirement, i.e. during any settling-in period is, in itself, an important aspect of support and often is related closely to psychological needs. This not only applies to facilities provided for recreation, leisure, accommodation, etc, but also to facilities being developed for formal training purposes.

Everyman's Welfare Service

Over the last few years Everyman's Welfare Service has become an integral part of the after hours organisation of the AAS. At present it is represented at the School by one individual. Although the success of such an organisation can often be dependent upon the individual involved at a particular time, it appears that over the last two to three years the organisation has developed significantly and now forms almost a focal point for apprentice on base-after hours activities. At Balcombe, Everyman's is focussed in the apprentice club area and the Service has supplied a number of TV and video games for use by apprentices. The Service provides a number of philanthropic activities while accompanying apprentices on their exercises and acts as a liaison agency with the local civilian community for such things as apprentice involvement in local clubs, weekend camps and obtaining foster families. Without providing a simple checklist of activities in which Everyman's is involved within the School there would appear to be a definite contribution being made by Everyman's towards the welfare of the apprentice.

Everyman's is planning to extend its activities when the AAS moves to Albury-Wodonga, to include an off-base facility as well as continuing its association with the School. Given the organisation's current involvement with the School and the scope of activities it offers, this would appear an excellent avenue of support for Army students and single soldiers generally in the Bandiana/Bonegilla areas. Any such initiative on the part of Everyman's should be positively encouraged by Army. With particular reference to its AAS activities, facilities should be provided to enable it to continue its involvement.

Foster Family Scheme

At the AAS currently, there is an active approved addresses system whereby, to be eligible for overnight leave, an apprentice must provide a letter signed by his parents approving a particular person and address for overnight visits. This scheme is assisted greatly by the number of apprentices whose next of kin resides in the Melbourne area and it provides a ready source of foster families for many apprentices. Only about 2% of apprentices currently at the School have next of kin in the Albury-Wodonga area and the institution

of a foster family system would seem to be highly desirable. However there are practical problems associated with the establishment of such a system in a locality whose population is largely unused to such contact.

HMAS Leeuwin, the Naval Junior Recruit Training School in Fremantle, has an active sponsorship system operating, which is essentially the same as a foster family scheme and aspects of this have merit for application to a similar scheme in Albury-Wodonga. Broad details of the scheme are included in one of the individual reports to this study and it is suggested that a close examination of its organisation could provide much useful information. Instigation of such a scheme involves a great deal of preparation and liaison with the local community, most of which needs to be undertaken some time before the AAS arrives. After investigation of the Leeuwin situation and consideration of the methods used to involve the local community, it is suggested that an appointment be made to the Albury-Wodonga area approximately six months prior to the arrival of the School to initiate contacts with local families, groups and organisations. In this aspect the Everyman's organisation may be of particular help to any Army initiated activities. Once the School is functioning in the Bonegilla area, this position could be incorporated into the School establishment to ensure an on-going programme.

Within the AAS itself there are a number of available supports, provided mainly by military staff members themselves. The very organisation of the School indicates that a number of staff members will provide individual support to a particular group of apprentices, e.g. company commanders. There are also a number of staff positions which, by their very nature, provide supportive functions, e.g. chaplains, School psychologist. It is particularly emphasised that, for those staff who are required to provide individual supportive services, and who require some privacy in this provision, particularly chaplains and the School psychologist, adequate counselling rooms with their concomitant privacy be allocated.

Family Support

At present the AWDC plays a large part in providing initial support to families newly arrived in the Albury-Wodonga area. An arrivals programme, initiated by the AWDC exists and involves provision of information on Albury-Wodonga before arrival in the area and visits to a new family as soon after the family's arrival as possible. Written information is therefore provided about the cities, social service and welfare agencies and community groups operating in the area. Federal, state and local organisations are well represented in Albury-Wodonga and, in general, provide most of the formal support the majority of families require. An interdepartmental committee, known as the Albury-Wodonga Government Officials Committee on Social Development, also exists which coordinates all social welfare programmes and activities. Army representation on this committee would be appropriate. The AWDC and local councils serve as a focal point for the direction of general queries, requests for welfare assistance, information regarding available community services, etc. However, as the population in Albury-Wodonga increases generally, current AWDC resources will be spread even more thinly over its target population.

The military community already forms a significant part of the AWDC's workload for initial visits and general requests and there appears to be a demonstrated need for a resource to be available to Army families now. With the increase in the number of families as a result of the AAS relocation there will be a dual requirement. Not only will these new families require assistance and information during the initial adjustment experience, but the requirements of the current population will be present on a continuing basis.

1. Martyn, S.A. An Examination of Settlement Problems Faced by Other Organisations (1 Psychological Research Unit RN 14/78) 1 Psych Research Unit, Canberra, 1978.

Army Community Service

There is, therefore, a demonstrated need for an Army Community Services (ACS) organisation to be developed in the area. Before examining its organisation in detail, it is opportune to briefly look at ACS units as they operate in two other non-capital city military areas.

In Townsville, ACS has its own building and is located within the main married quarter area. It is thus within easy reach of the population it is required to serve and, because of the distance from Laverack Barracks (approx 8 kilometres), it has a certain non-military atmosphere, and in many ways is therefore seen as being part of, but not necessarily belonging to, Army. The unit consists of one Officer and two Other Rank positions and a full time Social Worker. As well as the usual ACS services provided - counselling, referral to other agencies, investigations, etc. - the Townsville centre has developed a thrift shop and a play group as supporting activities which are organised and run by Army wives. These activities appear to be well regarded by the Townsville wives and therefore well patronised. As in most areas, it is the Other Rank wife who tends to use most of the facilities available at ACS. Apart from other considerations, an offered explanation is that these facilities offer Other Rank wives an opportunity for social involvement which may not otherwise be available to them. Also, while "the Mess" with its associated activities and involvements is readily available to Officers and Senior NCOs and their wives there is, generally, no comparable facility available to Other Ranks and their wives.

The Holsworthy ACS has a similar setting as the Townsville office with the Unit accommodated in an old married quarter located in the middle of the Private and NCO area. Again this location is seen to be beneficial because of ease of access. There is a slightly different emphasis in staffing with two Officer and three Other Rank positions. The Social Worker for the Holsworthy area is shared with Sydney. Perhaps because of the part-time nature of the Social Worker position the unit acts largely as a referral agency and thus has very close links with the local community and state and welfare agencies. One and a half days a week the NSW Health Commission staffs a Baby Health Centre in the area. Formal Army influence is seen to be low key which probably acts positively in attracting Army families/wives in need of assistance.

In Albury-Wodonga the amount of work directed to AWDC social resources because of military families' needs has already been noted and points to the requirement for formalised community support in the area. There is nothing to suggest that family needs in Albury-Wodonga are greatly different than in other areas, implying that any ACS unit developed there need not be significantly different from other units operating in similar circumstances, e.g. Townsville and Holsworthy. However general community support networks are well organised in Albury-Wodonga, most social service and welfare agencies are well represented and there are several social workers and welfare officers employed in the cities. It is thus fairly easy to tap into this network and the appointment of an Army Social Worker, although desirable in the long term is not seen as immediately essential. This is largely because of the different military orientation of the Bandiana/Bonegilla areas when compared with that of Townsville and Holsworthy. The latter two are largely Field Force areas whereas Bandiana-Bonegilla is and will be predominantly a training area. The pressure on families because of absence of husbands, etc. will therefore not be as great.

What appears to be needed most is a Service-related organisation which can take over much of the work currently done by the AWDC, yet with sufficient military expertise to be able to deal competently with needs which are specifically Service-oriented. From this point of view, apart from the military staff element of an ACS unit, there is a clear need for a civilian

community liaison officer with a knowledge of the Albury-Wodonga community support network to perform the type of work currently undertaken by the AWDC's Social Planning Unit. Such a position is also likely to be seen to increase ACS links with civilian community services which may in turn foster greater and more confident use of ACS by Army families.

With particular reference to the relocation period, the initial functions of the incumbent of such a position are seen to include:

- a. home visits to new families;
- b. provide information on Albury-Wodonga in general and services available in the area prior to arrival and follow up on arrival;
- c. to act as a contact point regarding particular support needs; and
- d. any other assistance as necessary in individual circumstances.

Ideally, for the incumbent to be sufficiently prepared when families start moving into the area, appointment is seen as necessary some months before, to enable contacts with civilian agencies to be made, information prepared, etc.

The physical setting of an ACS unit is seen to be important not only in terms of ease of access by families but also in terms of visible or physical association with the Army. As in Holsworthy and Townsville, an ideal setting is within, or close to, married quarter areas and close to public transport. Because of the current "pepper potting" of Service housing throughout Wodonga, and if this is to continue in future, the selection of an ideal location is rendered difficult. However, it is suggested that a location close to an existing community facility or next to a neighbourhood house (see next paragraph) would be appropriate.

Other Community Support

With the likelihood of further housing development for Defence requirements there is great scope for incorporating a readily available facility for family use and involves a neighbourhood house concept such as developed in Canberra by the National Capital Development Commission (NCDC) and as operating now in Albury-Wodonga itself. While these facilities would mainly be for the benefit of Service families, their usage by civilian families as well could have many advantages. Siting of an ACS unit next to a neighbourhood house is likely to provide the background for a range of activities for Army wives similar to those already successfully operating in Townsville and Holsworthy.

The Bandiana Area Ladies Club appears to be one of the more active and successful of the Army Wives Clubs operating throughout Australia. In its current form it has been operating since 1977 and yet it appears to be forging links with a number of civilian groups and providing assistance to welcome new Army families to the area. In many ways it operates as a newcomers club introducing newly arrived wives to potential friends and civilian interest groups. It provides a number of traditional supports such as babysitting, emergency telephone numbers for those newly arrived and any other general help if needed. Many of its activities raise money for local charities and organisations. This in itself has assisted in bringing together civilian and military groups. It is felt that the Ladies club should be encouraged as much as possible to continue its work and Army should also look to giving physical assistance wherever necessary.

CHAPTER 4

CONCLUSIONS

General

That the relocation of the AAS will have a significant impact upon the School's gaining community is undisputed. The main emphasis for this investigation has been upon the social impact that will be felt by the incoming and existing groups in Albury-Wodonga. As an overview it can be concluded that Albury-Wodonga will benefit considerably from the move. It should also be stressed that there will be a commensurate negative impact, which also deserves attention, in the Mornington-Frankston area. Many of the recommendations made in this study, would have equal but opposite applicability regarding the decrease in population there.

The main aim, as seen by the current investigation is to minimise any negative impact which may arise from the move to Albury-Wodonga. In general, it has been found consistently on previous experiences that close liaison between incoming and existing groups is a major factor in alleviating fears amongst the local population. Army has an excellent opportunity to make constructive use of the period between now and the time of arrival of the AAS by informing the local population generally, and those individuals and groups specifically, who will be most involved with, and affected by, the incoming groups, of relevant details. This perhaps could take the form of an information dissemination campaign, whereby information, utilising several forms of media, could be prepared on the BDP proposals so that the local community is aware of the plans. This close involvement should not stop when the new Army population arrives. In fact close involvement between relevant Army and civilian authorities at all levels should be regarded as a matter of course to promote an atmosphere of co-operation between the groups concerned.

Information dissemination should not be restricted to the Albury-Wodonga area. Contact should be made with families associated with the development both before they move to the area and following arrival. This contact could consist of a general information package made available some time before the move and a visit on arrival by the Community liaison officer with additional information. Families should be encouraged to travel to Albury-Wodonga to familiarise themselves with the area. This could be organised through subsidised travel or, as another example, by the provision of a free return train journey from Melbourne to Albury by Defence and provision of bus tours around the area by AWDC.

It is noteworthy that the proposed AAS move is one of the few instances within Australia recently where a mass relocation has been planned and investigated in such detail prior to the occurrence. It is important that such investigations should not end with the completion of the current series. In particular two further phases are seen as highly desirable:

- a. the formation of an implementation team consisting ideally of representatives of AWDC, CPERS-A, DGAW-A, AAS and the Bandiana/Bonegilla military areas, to follow the progress of the BDP and to monitor development in Albury-Wodonga in relation to the recommendations made in this report.
- b. the close observation and documentation for a period of one to two years of all sociological aspects related to the military population moving into the area.

The former is self-explanatory. The latter requirement, although

a more difficult task, is seen as being of benefit to Defence in future similar moves. Past experiences regarding Service population movements, while resulting in a variety of effects, largely have not been documented. Major negative effects have probably been remembered because of their painfulness while positive effects have been forgotten because of their painlessness. A complete documentation of actual experiences, particularly in relation to this study and other related investigations would either justify recommendations made or suggest areas of modifications. Thus completed, a detailed coverage of actual experiences and the effect of measures as proposed in this study and undertaken would be invaluable for the Australian Services and of interest to other researchers in various areas of the social field.

With regard to the AAS as an organisation, minimising any negative impact would seem commensurate with minimising disruptions to internal organisation and functioning aspects. While this is closely related to a number of recommendations made in other areas there are additional pertinent aspects which, it is felt, need consideration. It is important that continuity of staffing be maintained as much as possible during the relocation period. This is particularly so with those military staff who fill key postings at the School not only from an organisational point of view but also with regard to those who have to greatest involvement with apprentices. Continuity of staffing will help avoid the situation of such members not only having to cope with the functional difficulties of the initial operation period in a new location but also being required to adjust to the School environment as a new posting. Military staff in such key areas should therefore be posted to the School for some time prior to the transition period and then move with the School to Bonegilla. With due consideration to the staff and families involved and recognising Service posting and removal regulations a minimum of twelve months tenure in the Balcombe location is considered most practical.

As a corollary to the above, but also an important separate issue is the need for Bonegilla facilities to be available and operating at the time of the School's arrival. The operation of shared training facilities should be closely monitored so that problem areas may be quickly and easily identified. All facilities, current and proposed, in Albury-Wodonga which will be utilised on a regular basis by Service personnel and their dependents should also be available and operating at the time of the newcomer's arrival. Generally, there is a need for a high quality physical environment, particularly in relation to the timing, accessibility, location and design of facilities at Bonegilla.

Throughout the present series of studies reference has often been made to civilian group use of, and access to, military facilities and vice versa. This is considered an effective means of fostering co-operative spirit between military and civilian groups and should be continued with due deference to normal training activities. In this light, it may also be fitting for Army to examine current regulations to assess their relevance and applicability to the new situation at Bonegilla and in Albury-Wodonga.

The involvement of interested local inhabitants, parents and friends of students and staff should be encouraged on as many occasions as possible without interference to normal training activities. Such events as formal graduation days, open days and informal parents and friends weekends could do much to form sound relationships and maintain morale amongst staff and students. On a broader base, Army and local organisations could arrange and/or support special community events to encourage residents of the area as a whole to mix together, e.g. shows, competitions, sports teams, etc.

Demographic Effects

Based on the planning establishment for Bonegilla, staff numbers for the three schools involved have been altered slightly, resulting in an overall reduction of approximately 34 positions. However, some of these positions

will be incorporated in other support units at Bandiana, resulting in increases to their establishment. Overall therefore, for purposes of extracting a profile, staff numbers from the AAS should give as best an indication as possible at this stage.

A breakdown of the staff and student populations moving into Albury-Wodonga and planned to be accommodated in the Bonegilla complex is:

	<u>AAS</u>	<u>FRTS</u>	<u>TOTAL</u>
Staff military	199	13	212
Staff civilian	163	-	163
Students	669	54	723
	-----	-----	-----
Total	1031	67	1098

It has been estimated that approximately 100 of the above civilian positions will be filled as a result of local recruitment. It should also be noted that, upon movement to Bonegilla, FRTS will become an element of the AAS. Because of this, and the fact that the future FRTS establishment has not yet been finalised in terms of corps-coded positions for WRAAC, it is unlikely that an extra 13 positions would alter significantly the demographic structure of the AAS.

Some difficulties present themselves in ascertaining the number of dependents of the various staff groups. While 70% represents an indication of the proportion of people married in the general population, a number of studies have indicated consistently that Service populations, excluding trainee strengths, tend to contain higher percentages of married personnel. Seventy five percent is a conservative estimate in this case.

In estimating the number of children per military family, two sets of figures have been arrived at:

1. the total number of children based on 2.3 children per family.
2. the number of children attending educational institutions or being below school age based on 1.2 - 1.6 children per family.

Both the above figures are based on a number of Service studies, mainly involved with the current investigation.

For similar estimates in the civilian population 75% married is also a conservative estimate taking into consideration Australian figures and AAS figures. Similarly, total children of civilian personnel has been based on 1.2 children per household and, for children at school or below school, 1.0 per household.

Using these bases it can be concluded that the following provide estimates of the number of people moving to Albury-Wodonga:

1. Military staff:

No of staff	= 212
No of wives	= 160 - 180
No of children	= 380 - 400
No of children of or below school age	= 200 - 270

2. Civilian Staff:

No of staff	= 63
No of Wives	= 40 - 50
No of children	= 50 - 60
No of children of or below school age	= 40 - 50

It is stressed that any actual figures produced can only be approximations and are likely to vary anyway. The need to monitor the population to move from Balcombe six to nine months in advance of movement is stressed.

In the area of greatest impact, i.e. introduction of a large, young male group, apprentices alone will account for an increase in about one third in the Albury-Wodonga teenage male population or about half of the corresponding Wodonga population.

Obviously some demographic imbalance will be created. Past experiences suggest that if friction between existing and incoming groups should develop, resolution of the situation may only take place over a period of time. However, active participation in, and organisation of, social and sporting events may be positive steps in minimising this difficulty.

Housing/Accommodation

Calculations suggest that approximately 170 military families will require housing in Albury or Wodonga and there will be a similar requirement for approximately 45 civilian families moving from Balcombe. It is important that accommodation requirements for married personnel be ascertained some months prior to actual moving and it is essential that accommodation be available for occupancy at the time of arrival. Any unavoidable waiting periods should be minimised as much as possible to prevent family disruptions. Also of importance, is the effect upon local low income earners of state housing set aside for Army use. To avoid any civil-military tensions in this area, it should not be seen by local civilians awaiting government housing that they may be disadvantaged in housing allocation in deference to Army personnel.

Consideration was given to the question of location of Commonwealth State Housing Agreement (CSHA) housing to be used by Army personnel. It was recognised that difficulties still exist in determining the optimum distribution of Service housing in relation to civilian areas, e.g. all housing grouped together and close to camp, "pepper-potting" in the local community, etc. This question in itself is a complex issue and one deserving of long term investigation. However for the present investigation it appears that the distribution of Service housing in Albury-Wodonga may have been a contributing factor to the sound relations currently existing between civilians and military personnel. With no evidence to suggest that other arrangements are more satisfactory it is concluded that further housing should be similarly dispersed throughout the community. It was also a considered opinion that, from the point of view of this investigation, CSHA housing for Service personnel, should be located in Albury as well as in Wodonga. This conclusion is based upon a number of factors including: the distances of Albury and Wodonga from Bonegilla, the likelihood of increased assimilation between civilian and military personnel, greater utilisation of existing facilities in both centres and the likelihood of a more even impact distribution across both centres as opposed to a concentration in one.

It has been indicated that CSHA housing is not always regarded favourably by Army tenants. A method to improve design and siting features of new homes has been attempted by the RAN and outlined elsewhere (Settlement Problems paper). This appears to be a commendable step towards satisfying future tenants. Provision should also be made for children's playgrounds in new housing areas, considering the number of children involved in the AAS move. It was deemed important that these facilities be developed, i.e. grass and tree planting, before the arrival of families so that these areas would be functional and useable at the time of occupancy in housing estates.

Current planning allows for approximately 10% of houses per military area to be four or more bedroom houses, based on the number of children per family. The ETAASC study² and the military attitudes study suggest that between 11% and 15% of families contain more than four children. It is suggested that the percentage of four or more bedroom houses should be increased accordingly.

The question of housing for married long term students at Bonegilla (and Bandiana) also deserves consideration. In many instances at present married trainees undergoing lengthy training - up to one year - are unable to bring their families to Albury-Wodonga. Current service regulations regarding tenure of posting and family removal at departmental expense, non-availability of Service accommodation, high rental costs of private accommodation are some of the factors preventing families of married trainees from moving to Albury-Wodonga during the training period. While the idea of transit or short term accommodation for the families of married trainees is not new, such a concept appears not to have been developed by the ARA before. However, the idea has merit from the point of view of decreasing by at least one, and possibly more, the number of distractors likely to affect the married trainee. The introduction of such accommodation would in many cases alleviate family and financial worries.

Similarly, at AAS until recently there was an amount of accommodation, largely sub-standard PMQ's, which was reserved for emergency situations where families required accommodation for a short period during particular crises. This system appears to have lapsed over the past few years but also seems to embody the feeling of the need for short-term accommodation in such situations.

Accommodation for single living in personnel, especially staff, appears to have been something of a problematical issue in the past. Students attending courses obviously require accommodation to be made available to them, however it appears that some single staff members may be forced to live out because of an inadequate amount of accommodation to house both staff and students. Based on percentages of single military personnel and those living in, it would appear that the DGAW-A provision of single accommodation at 30% of unit full-time peace establishment is adequate. However the need to constantly monitor the living-in requirement for staff members is stressed to ensure adequate provision.

Transport

Research completed indicates that the provision of transport will be a major requirement for service personnel and their dependents in the Albury-Wodonga area. This means that present public transport services (i.e. bus services) and Army transport services may need to be expanded. Demand was noted particularly for services between:

1. Bonegilla and Albury-Wodonga, including evening and weekend services for entertainment purposes.
 2. Bonegilla - married quarters and city area during morning and evening
2. Mackay, L.D. and Spicer, B.J. Educational Turbulence among Australian Servicemen's Children. Australian Government Printing Service, Canberra, 1975.

peak periods to coincide with Bandiana/Bonegilla business hours.

3. Bonegilla - married quarter areas and shopping centres to give staff, students and families access to shops and business centres.
4. Married quarter areas - local schools with extension of current service as needed.

The Albury-Wodonga Public Transport Study³ recognised that there are a significant group of people who are at present not satisfactorily served by the existing bus or taxi service. Four trip types, the journey to work, shopping and personal business trips, social and recreational trips and the journey to school, were identified, each with different levels of needs and attitudes to public transport. This Study also highlighted the need for adequate advertisement of bus timetables and routes to promote public awareness of services available, a factor which was also identified in research associated with this Study.

The promotion of a bus service between Bonegilla and the city centres is essential for apprentices, most of whom will not have alternative means of transport available. It is considered that if private bus operators are unable to provide these services then the Army should consider subsidising, or supporting by other means, the provision of a bus service. Times of operation must be convenient to and appropriate for apprentices if the service is to be viable.

Service transport is available in the Bandiana area from time to time. The possibility of greater use being made of this means of transport should be examined particularly in relation to non-duty purposes, e.g. transport to District Theatre and for the various service related groups, e.g. families.

Further factors of significance in the transport field are:

1. services in and out of the area, i.e. rail and air services, especially at movement times for postings, leave and weekends, and also local transport to the airport and railway station;
2. drink-driver education for apprentices especially related to weekend travel.

It has been suggested that bicycles are an alternative means of transport that should be provided for. If a bicycle path was constructed between Bonegilla and Wodonga it would serve functionally and recreationally, as a means of access for soldiers, apprentices and civilians alike between Wodonga and Lake Hume. This point is pursued further under 'Recreation'.

Commerce/Shopping

Present shopping facilities in Albury-Wodonga and planned extensions should have little difficulty in meeting demands of the incoming Defence population. However, research undertaken revealed some apparent deficiencies in the categories of men's and women's clothing and furniture, which may be of interest to local Chambers of Commerce.

Of concern though, is the provision at Bonegilla, of base shopping facilities which are regarded as essential due to the distance between Bonegilla and the nearest shops. The AAFCANS (Army Airforce Canteen Service) organisation will be replacing the ASCO facility and should provide a range of retail goods in addition to the tavern and snack bar services planned.

One further point relates to the possible need for a purchasing

3. Albury-Wodonga Public Transport Study - A report to Albury-Wodonga Transport Officials Committee by Loder and Bayly Planning and Engineering Consultants 1978.

plan to be devised by the Chamber of Commerce for use by apprentices. It seems that a considerable amount of money is spent by apprentices on consumer goods and the availability of a purchasing plan may help maintain the present good relations between the Army and the business community with a minimal number of bad debts.

Employment

It is expected that a number of the spouses of incoming Defence and related staff will seek paid employment in Albury-Wodonga. Based on investigations completed, it is estimated that a minimum of 50 people will fall into this category, depending on the extent of employment opportunities and the family structure of incoming staff. Areas of desired employment have been identified as clerical, sales and professional occupations. Finding employment will not be easy, especially as some discrimination against military people in favour of longer term residents has been reported. This situation appears to be similar to that existing on the Mornington peninsula. However, there is little that can be done about this, other than establishing liaison with the Commonwealth Employment Service with respect to the likely numbers of people seeking work and the type of employment sought. Information on job availability and possible areas of employment should also be passed on to the incoming staff.

Health Care

It appears that a wide range of health care services are available in Albury-Wodonga and no particular areas of concern have emerged.

Education

A significant number of children will move into the Albury-Wodonga area as a result of the BDP. This means that education and other relevant authorities must ensure that sufficient places are available in preschools, primary and secondary schools by 1984. There may also be some demand for special education facilities and services.

Educational facilities are of vital concern to the incoming population and information should be made available on facilities available in Albury-Wodonga, including special education facilities. Such information should be included in the general information booklet mentioned previously. It would also be of great benefit to those involved in the relocation if local education authorities visited the Mornington area to discuss with parents education practices in Albury-Wodonga. Of particular importance would be a description of the N.S.W. system, courses available, etc.

Recreation (Sporting)

As already noted there is concern at Balcombe not only about the impact on Peninsula sporting teams over the withdrawal of apprentices from local competitions, but also that sporting organisations in Albury-Wodonga should be given sufficient time to react to the injection of apprentices into the new sports arena. Liaison at least very early in the year prior to the move with both old and new organisations will need to be effected.

The involvement of apprentices in local sports is important in that apprentices not only get a chance to compete beyond the precincts of the School but also widen their circle of acquaintances in the new location. This may facilitate integration. It is essential for apprentices to continue to be involved in local fixtures in Albury-Wodonga.

It is recognised that the new complex at Bonegilla will offer greatly improved sporting facilities. However the move to Bonegilla should not occur until all sports facilities are ready for use. It is also considered that,

because of leave restrictions, apprentices, along with other students at Bonegilla, should be given priority of access to these new facilities, if not exclusive access until student usage rates are established.

Recreation (Leisure)

There are limited areas on the Peninsula whereby apprentices may meet local youth of both sexes. Whilst there are ample church and youth groups, apprentices seem not to become affiliated with this type of organisation, perhaps because membership has not been actively encouraged. Recently at AAS an apprentice-organised disco evening went extremely well, and was attended by students from a local girls school. This is an area which could well be explored and there are doubtless areas where Army and local youth groups can liaise to organise social occasions both on and off base.

Youth meeting places and entertainments are likely no less adequate in Albury-Wodonga than in many similar country centres, and a natural corollary of the previous conclusion is that Army and local authorities consider single and joint projects where possibilities for youth interaction could be fostered. Such things as bicycle tracks, picnic and barbeque facilities on base, ten pin bowling lanes and a skating rink are some areas suggested as current shortfalls in the Mornington area.

AAS is well accepted by the Mornington community, and it is quite likely that staff, apprentices, and the new host community will need time to adjust to one another. Two areas are suggested as fruitful: the one where messes at all levels consider a quite active social calendar which provides for family interaction both on and off base, and two, that the present level of staff and apprentice participation in craft and social clubs be encouraged and possibly expanded in the new location.

There are no facilities on base at Balcombe for apprentices and other students to entertain family or friends; Other Rank facilities are virtually non-existent. The provision of on-base facilities such as barbeque and picnic areas should be readily available to apprentices and Other Ranks to entertain family and friends.

The possible elevated level of apprentice car ownership has already been noted. Apprentices are more inclined to spend money on chrome-plated additions to their cars rather than on essentials such as new tyres and repairs. Apprentices presently have few areas where they can work on their cars - the provision of an area where they may work on their vehicles in their spare time may make them more willing to keep up essential servicing and safety checks. Since few apprentices outside Motor Vehicle mechanics would have an extensive tool kit it may be feasible to make available, perhaps from Regimental Funds a range of tools for loan or hire, and a limited range of greases and oils for purchase.

Hobbying is an important part of the apprentices' leisure time, and there exists throughout the base, as already noted, numerous hobby areas. The BDP plan is for the provision of one hobby hut for Bonegilla, and that to be built by apprentices on arrival. This appears to be grossly inadequate to the current need, since to house the considerable hobby gear at present owned by the School at least four of the hobby huts of the kind included in the functional plan will be needed. These will need to be ready to house hobby gear upon arrival of the School.

Conservation

Part of the attraction of the present location for the AAS is the bushland setting, which has been retained over the years as much as possible. The new location could be enhanced by preservation of the bushland as far as

possible. The whole issue of conservation is of growing importance in Australian communities with some local councils enshrining conservation issues in by-laws. Army ought to be mindful of the current by-laws and issues as they exist in the new location and to co-operate as much as possible for the enhancement of better community relations.

Law Enforcement

Experience suggests that the behaviour of Army students is better than that of their peer group. Army at present has excellent relationships with police authorities in Frankston, Mornington and the Peninsula generally. Such relationships have been built up over many years and will need to be pursued in the new location. Army can do this by taking the initiative to establish relationships with local police, by continuing to foster a spirit of social responsibility in the apprentice, and by anticipating the expected rise in frequency of apprentice vehicle ownership by instituting driver safety programmes. The conduct of the apprentice whilst on leave is an area that could receive special attention since many staff have expressed concern that mixing with adult soldiers whilst on leave would be to the detriment of some apprentices.

Community Support

Community support programmes for the apprentice population mainly centre around the various youth organisations which now, or will, function in Albury-Wodonga, the provision of some means whereby the apprentice can establish contact and become involved with local families and the support given by the infrastructure of the AAS and its staff. While (physical) facilities provision plays an important part in the overall concept of support, this topic has been dealt with in other sections of this report.

The youth organisation Everyman's Welfare Service has been, and is, particularly active at the AAS in its current location and the Organisation's plans to continue its close association with the School should be encouraged as much as possible. Where possible, provision should be made for facilities on a comparable scale to that already existing at Balcombe. This relationship should not be restricted solely to apprentices but should also be available to other Army students should they wish to become involved.

The provision of some means by which apprentices can become involved with local families is seen as highly desirable. The re-vitalising of a foster family scheme similar to the sponsorship scheme operating at HMAS Leeuwin is seen as being of immense benefit to apprentices (particularly those in their junior year). However, ground work prior to relocation is necessary to initiate contacts with local families, groups and organisations.

Within the School itself, staff facilities already utilised by apprentices and seen as support agencies should be given priority. Suitable private accommodation is required and is essential for those who are likely to perform counselling or personal interviewing functions, particularly chaplains and the School psychologist.

For families of military staff, in any military area, support can generally be obtained either from an ACS organisation or from community agencies representing Federal, State or local agencies, or from both. The development of an ACS Unit in the Albury-Wodonga area is seen to be of great importance, and necessary for a military area which will be of comparable size to other military areas which already contain a well developed ACS organisation. Within this organisation there is an already demonstrated need for a community liaison officer to act in a variety of capacities prior to, and after, the arrival of the new military families. In conjunction with this, the work of the Bandiana Ladies Club is commended by the Working Party and it is felt that

they should be encouraged to continue their work with newly arrived families. Army representation, preferably ACS, on the Government Officials Committee is also an important avenue to coordinate family community support needs.

Within the married quarter network the development of neighbourhood centres along the lines of those introduced by the NCDC in Canberra could provide an avenue of local support, especially for mothers with young children, in the immediate locality.

CHAPTER 5

RECOMMENDATIONS

General

1. That an implementation team be established consisting of representatives from AWDC, DGAW-A, CPERS-A, AAS and the Bandiana/Bonegilla area to follow the progress of the recommendations contained herein.
2. That, under the areas covered by this investigation and any others which may arise, the development and operation of the Bonegilla project be carefully observed and documented over a two year period.
3. That relevant current service regulations be examined for their applicability to the functioning and organisation of the Bonegilla complex and the social issues arising from the relocation.
4. That facilities proposed for development at Bonegilla be available and operating at the time of the AAS arrival.
5. That the operation of any shared training facilities be closely monitored in order that any problem areas may be quickly and easily identified.
6. That AAS key military staff who are moved to Bonegilla be posted to the School at least twelve months prior to the move and that these personnel move to Bonegilla with the apprentices.
7. In addition to recommendation 3, that the use of Army facilities by civilian groups be encouraged as much as possible.
8. That involvement of parents and friends of military students and of any other interested personnel be encouraged on such occasions as graduation and open days and by the introduction of informal parents and friends weekends.
9. That Army liaise closely with the relevant civilian authorities at all stages of the development - particularly before and after the actual transition stage.
10. That general information in Albury-Wodonga and information regarding facilities available in the area be made available to potential movers via an information package approximately 6 - 12 months before removal.
11. That detailed information on facilities and services available be distributed to new arrivals as soon as possible after their move to the area via the Community Liaison Officer.

Housing and Accommodation

12. That accommodation requirements for married personnel be ascertained some months prior to the time of moving from Balcombe to Albury-Wodonga.
13. That Army ensures that suitable accommodation including married quarters and/or private housing be available in the relocation period for immediate occupancy by 160-180 married military personnel.
14. That similar accommodation provision be made for civilian staff.
15. That, given recommendations 12 and 13, there be no increase in the waiting period for home allocation to local civilian low income earners.

16. That where waiting periods for married quarter housing are unavoidable, these periods be minimised as much as possible, particularly during the initial period of occupancy of the Bonegilla complex.
17. That decisions be made as soon as possible as to exact locations of CSHA housing to ascertain detailed impacts in other areas particularly education facilities.
18. That married quarter accommodation be made available in Albury as well as Wodonga.
19. That married quarter accommodation be interspersed throughout the civilian community.
20. That where new housing development occurs outside established areas, children's play areas be incorporated into these developments and be ready for use at the time of occupancy of houses.
21. That at the time of new housing development, potential occupants, i.e. Service wives, be given the opportunity to comment on design and siting aspects of prototype housing.
22. That the percentage of four or more bedroom houses be increased from the present allocation of 10% to 12%.
23. That an amount of accommodation be made available on a short term occupancy basis for married long term students or for emergency situations.
24. That sufficient living-in accommodation be provided for both single staff and student groups.

Transport

25. That negotiations with bus operators be commenced to ensure that existing public transport services are extended to link more adequately Bonegilla, married quarter areas, shopping centres and schools and also to provide evening services particularly on Friday and Saturday nights at appropriate times to encourage use.
26. That Army consider supplementing or subsidising bus services where private bus companies are unable to provide service.
27. That Army examine the possibility of greater use of service transport for non-duty purposes and for service-related groups, for example, bus services to District Theatre screenings.
28. That rail and air transport services to outside cities be extended to meet additional demands, particularly at leave times.

Commerce/Shopping

29. That Army investigate the extent that AAFCANS can be expanded at Bonegilla in order to meet needed services.
30. That comments on shopping facilities obtained from surveys undertaken as part of this Study be passed on to the Chambers of Commerce.
31. That Chambers of Commerce consider introducing a purchasing plan for apprentices.

Employment

32. That liaison with the Commonwealth Employment Service be established, in relation to the type of jobs sought and the numbers of people seeking work.
33. That information on job possibilities be included in the AWDC Arrivals Programme and any ACS information package and passed on to the incoming staff.

Education

34. That the responsible authorities ensure that adequate preschool, primary and secondary school places are provided by 1984 for the children of incoming staff.
35. That a visit of Albury-Wodonga Education Authorities (e.g district inspectors) to the Mornington area be arranged, to speak to parents on schooling practices and arrangements in the Albury-Wodonga area.
36. That information on special education services and facilities in Albury-Wodonga be made available to those families requiring it in the information package mentioned previously.

Recreation (Sporting)

37. That Army liaise with sporting associations in Albury-Wodonga, possibly a season ahead, to assimilate apprentices and staff into competition rounds.
38. That sporting bodies on the Mornington Peninsula be alerted as early as possible to the ramifications of the move of the School.
39. That the current policy of apprentice involvement in local competition fixtures with civilians be maintained.
40. That all sporting facilities at Bonegilla be fully ready for immediate use on relocation of the School.
41. That Bonegilla students and staff have exclusive use of squash courts, swimming pool and gymnasium until usage rates are established. Consideration may then be given to allowing organisations outside Bonegilla to utilise such facilities apart from any normally rostered "at home" sporting matches.

Recreation (Leisure)

42. That Army and local groups liaise to organise social occasions at which apprentices can meet local youth of both sexes. Such liaison should include Junior Councils.
43. That Army and local authorities cooperate to consider the feasibility of providing such facilities for recreation as:
- a. bicycle tracks;
 - b. picnic facilities on base for staff and families, apprentices and families, etc., to include gas barbeques and children's play areas.
44. That messes at all rank levels consider a social calender which makes provision for family entertainment, on or off base, as often as possible.
45. Recognising the inadequacy of youth meeting places and entertainments in Albury-Wodonga, that local authorities give support to any worthwhile attempt to develop such facilities as:

- a. ten pin bowling lanes;
- b. ice skating rink;

or other such places of group entertainment.

46. That Defence Force staff and apprentices be encouraged to participate in local craft clubs, sporting and social groups, and that interaction with existing craft clubs, etc., within AAS and similar civilian clubs be fostered.

47. That where possible apprentices and other students have facilities, and be encouraged, to entertain friends (e.g. foster families) and parents on base for short visits.

48. That the avenues available to lower ranks to entertain friends, family etc, on base at Bonegilla or Bandiana be looked at with a view to offering family entertainments on base.

49. Accepting that apprentice car or motorbike ownership is going to increase at Bonegilla, that an area be set aside for apprentices to work on their machines - in essence an auto hobby area, with ramps for oil changing etc.

50. That a system be instituted, perhaps from Regimental Funds, whereby a wide range of tools are available to apprentices for after-hours loan/hire to work on their vehicles.

51. That a limited range of greases and oils be available on base for apprentices to purchase, including after-hours and weekends.

52. That a minimum of four hobby huts be provided, completed and ready for use when AAS arrives at Bonegilla.

Conservation

53. That Army be continually mindful of local issues involving conservation and environment protection during all stages of the establishment and operation of Bonegilla and any support areas, including:

- a. preservation of bushland environment;
- b. noise pollution, including live firing and operation of loudspeaker equipment; and
- c. removal of all wastes, effluent, etc.

Law Enforcement

54. That good relationships with local police on both sides of the border be fostered, ideally to achieve the current level of harmonious working relationships prevailing with police in Frankston and on the Peninsula and that liaison be commenced prior to relocation to establish such working relationships.

55. That driver education programmes be mounted with the aid, if necessary, of the local safety authorities, police, etc., and that such programmes be spaced so that they occur throughout the school year.

56. That apprentices constantly be reminded that whilst on leave in the host cities, or elsewhere, they are representatives of the Army and that they be encouraged to be careful not to bring discredit to the School.

Community Support

57. That every assistance be given to youth organisations, such as Everyman's and YMCA to establish and maintain contacts with Army students.
58. That a foster family scheme be instituted for the benefit of apprentices to augment the current approved addresses scheme at AAS.
59. That relevant Army authorities liaise with appropriate Naval personnel at HMAS Leeuwin to ascertain details of the Junior Recruit sponsorship scheme and their appropriateness to the Army apprentice situation.
60. That an appointment be made in the Albury-Wodonga area approximately six to twelve months prior to the AAS arrival to initiate contacts and coordinate activities regarding a foster family system and that this position be incorporated into the establishment of the School after relocation.
61. That provision be made for suitable private facilities at Bonegilla for AAS Staff, particularly chaplains and the School psychologist for counselling interviews involving apprentices.
62. That an appointment be made, prior to the arrival of families associated with the relocation, to liaise and develop contact with local agencies and local offices of Federal and State welfare and Social Organisations and interest groups to facilitate adjustment of military families to the Albury-Wodonga area (see Recommendation 67).
63. That neighbourhood centres be incorporated into any future Defence housing developments to provide opportunities and social outlets for Service wives particularly those with young children.
64. That an Army Community Services unit be established in Albury-Wodonga.
65. That a building be dedicated by Army for use as an ACS centre and that such a centre be located close to an existing local community service centre.
66. That, apart from the usual military establishment of the unit a position for a full time Social Worker be included.
67. That a civilian position of community liaison officer also be included in the establishment and that the filling of this position take precedence over the filling of the Social Worker position (see Recommendation 62).
68. That Army be represented by ACS personnel on the Albury-Wodonga Government Officials Committee.
69. That the Bandiana Area Ladies' Club be encouraged to continue its work with newly arrived families.

REFERENCES

- Albury-Wodonga Development Corporation. Albury-Wodonga Household Survey: Report of First Findings. Albury-Wodonga, 1975.
- Albury-Wodonga Development Corporation. Albury-Wodonga Public Transport Study. Report prepared by Loder and Bayly Planning and Engineering Consultants. Albury-Wodonga, 1978.
- Albury-Wodonga Development Corporation. Albury-Wodonga Recreation Study. Report prepared by W. Bell, Albury-Wodonga Regional Council for Social Development. Albury-Wodonga, 1977.
- Albury-Wodonga Development Corporation. Establishment and Employment in Albury-Wodonga 1976. Report prepared by Philip Shrapnel & Co Pty Ltd. Albury-Wodonga, 1976.
- Albury-Wodonga Development Corporation. Newcomers Study. Report prepared by Llewelyn-Davies Kinhill Pty Ltd. Albury-Wodonga, 1976.
- Albury-Wodonga Development Corporation. Social and Community Facilities in Albury-Wodonga - existing and proposed. Report prepared for the Department of Defence. Albury-Wodonga, 1978.
- Balmer, C.J. Puckapunyal. The needs of a community. Report prepared for the Victorian Department of Construction. Ability Press, Regent, 1978.
- Brearley, T.B. Living in remote communities in tropical Australia. 1. Exploration Study. Division of Building Research, CSIRO, Report T3 27-1 Highett, Victoria, 1972.
- Brearley, T.B. Devising the maximum merit of living in remote communities. Paper presented at a UNESCO seminar "New Towns in Isolated Settings". Kambalda, W.A. 1973.
- Brennan, T. New Community: problems and policies. Angus and Robertson, Sydney, 1973.
- Children's Service: A Guide for Action. Report of the Albury-Wodonga Child Care Task Force. Albury-Wodonga, 1979.
- Clayton, H.M. Instant Towns: a report on problems of community in the Pilbara mining towns with suggestions for future developments. Paper prepared for the Department of the North West, W.A. 1974.
- Coombs, H.C. The Quality of Life and Its Assessment. University of Tasmania Occasional Paper 11. Hobart, 1977.
- Krupinski, J. and Stoller, A. (Eds) The family in Australia - social, demographic and psychological aspects. Pergamon Press, Sydney, 1974.
- Mackay, L.D. and Spicer, B.J. Educational turbulence among Australian Servicemen's children, Vol 1. Australian Government Publishing Service, Canberra, 1975.
- McKain, J.L. Alienation: a function of geographical mobility among families. Included in: McCubbin, H.I., Dahl, B.B. and Hunter, E.J. Families in the military system. Sage publications, Beverly Hills, 1976.

- Marsh, R.M. Mobility in the Military: its effect upon the family system. Included in: McCubbin, H.I., Dahl, B.B. and Hunter, E.J. Op cit, 1976.
- Martyn, S.A. Final report on the Investigation of the Social Implications of Stage one of the Bonegilla Development Project. 1 Psych Research Unit, Canberra, May 1978.
- Milne, G. Cyclone Tracy: II the Effects on Darwin Children. Australian Psychologist. Vol 12, No. 1, March 1977.
- Oliver, J. "Human response to natural disaster" Seminar on Natural Disaster and Community Welfare. Dept. of Behaviour Sciences, James Cook University of North Queensland. December 1977.
- Parliamentary Standing Committee on Public Works. Report relating to the development of Army Site Stage 1, Bonegilla Victoria, A.G.P.S. Canberra, 1978.
- Price, L. Background of Naval families being settled in vicinity of the Western Australian Naval support facility at Garden Island, which was commissioned as HMAS Stirling 28 Jul 1978. Personal correspondence, Perth 1978.
- 18 Psych Unit Census and opinion survey of the married military population housed in the Puckapunyal/Seymour area. Puckapunyal 1973.
- Seebohm, Lord Report of the Naval welfare committee. Ministry of Defence, Her Majesty's Stationery Office, London, 1974.
- Slater, R.A. The quality of life in Holsworthy/Anzac Village. Fort Queenscliff papers. Australian Staff College, Fort Queenscliff, Victoria, 1976.
- Spencer, J.C. Report of the Army welfare inquiry committee. Ministry of Defence. Her Majesty's Stationery Office, London, 1975.

DATE

ILME

-8